

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <i>Heller</i>	
Name of Interviewer <i>Rowena Wagner</i>	
Dates of any Previous Interview	Date of this Interview <i>12-9-02</i>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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*Rowena Wagner* *Eleny*

Name of Applicant Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEP-TIONAL	CLEARLY OUTSTAND-ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	3
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	3
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	3
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	3
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	4
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	3
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	2
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	2

- Philippines -
- Kalinboro -
- 2nd Grade - At Cochranon (Rockers)
- Learning Styles of students
  - Adapting learning to students
- Communication - Parents
  - Didn't know the processes
  - I told her about that Friday
  - Classroom Management
    - structured - a lot of learning lots of fun
- Assessment
  - What the

Ambitious, Energetic, Think out  
of the Box

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## EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
<u>Karen Meador</u>	
Name of Interviewer	
12-9-02	
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Rowena Wagner

Name of Applicant

Position Applied for

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1. Find long. styles addressed of student's.

2. Letters to inform parents. Ph# available

3. Bal. writing w/ reading.

4.

5. Assessment important to use.

6. seek parent's help

... or as supportive w/ suggestions

27

45

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<u>S. Good</u>	
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						21
						45

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Applicant's Address	
Telephone Number	
Name of Interviewer <i>Ravena Wagner</i>	
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*Ravena Wagner*

Name of Applicant

Position Applied for

	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	3
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APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	4
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Rowena

originally from Philippines  
field exp - Harriet + Jemica K.

Main concern is teach gd 2 - know children + learning styles of kids  
+ I feel involve w/ kids

1. Learning styles + needs of students - then how to use strategies
2. No letters - phone # unavailable -
3. Read aloud - write  
monologue answer
4. Structured learning so can't get in trouble
5. evaluate what child has learned -  
vary assessment used
6. don't get angry at angry parent - involve principal  
Child had to obey class rule  
Principal is there to give suggestions  
tell me why said "No" - if valid reason, I'll accept it.

asked to have questions repeated + recorded

get frustrated - What is worthy for him a teacher?

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Rowena Wagner

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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	3

*Entered - Clerical Error*  
*Struckout -*

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Roxana Wagner  
Name of Applicant Position Applied for

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer. ✓	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	2 ✓
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for. ✗	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance. ✗	More than sufficient for job.	Outstanding ability to communicate.	3
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested. ✗	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	3
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APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits. ✓	Very well dressed and groomed. No offensive habits. ✗	Presented excellent appearance, maintained high level of behavior throughout interview.	4 ✓
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Ele. Ed 1<sup>st</sup> Grade Gease S.T. Mrs. Fisher - Subby for Ms. Fisher  
 Knows children, learning styles, has the kids.

- #1 Individual learning styles, form learning styles.
- #2 Parent communication vital - letters home, projects for future - encourage communication. - work w/ parents to solve the problem
- #3 Real aloud / balanced literacy - had not a clue as to the 4 processes (read, write, speak, listen) of real literacy.
- #4 very stressed, learning
- #5 important to know where the students are in relation to teaching focused on written assessment not reading strong enough
- #6
  - not to get mad @ parent, involve principal if she thinks the problem will escalate. Not strong
  - = criticism - constructive - principal to support & give suggestions
  - No - would like explanation - if reasons are valid would accept. - principal is better

# EMPLOYMENT INTERVIEW ANALYSIS

<u>Any S. Smith</u>	
Applicant's Address	
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					Zo	45

—  
Believe I. /teracy, running records

1. answers w/ current info

2.

3. use students as your guides

4. Positive behavior encouraged - usually works, except if  
of strike system.

5. Assess all the time, begin, & throughout the year

6. - listen to student, hopefully document in but  
- listen & try to read  
- listen to the w, but if felt strongly

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*Amy Appling*  
Name of Applicant Position Applied for

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Kdg-exp. Bld-Lit, Guided Reading, Miller Scale - Multi-intelligences  
 Big Books - Standards  
 Encourage Positive Behavior - Document Incident

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45

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*Amy Szelwicz*  
Name of Applicant      Position Applied for

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well versed in Balanced Literacy.

- ① multi-intelligences
- ② made big books for parents / open houses
- ③ use standards as a guide - balanced literacy
- ④ token economy - verbal prompts
- ⑤ assess all the time - process / observation
- ⑥ documentation  
listen/make changes  
give a little adjust.

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
<u>Kurt Meader</u>	
Name of Interviewer	
12-19-02	
Dates of any Previous Interview	Date of this Interview

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It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Amy Szalewics

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

- 2 yrs. at Seton (ISF gr. /K) Bal. Literacy (reading rec) (guided rdg)  
 1. Multiple Intel. Try to meet all needs  
 2. Open houses - parent involvement  
 3. use 3 ring binder of standards  
 4. Positive discipline plan . Rewards  
 5. Continuous Observation - Beg. of yr.  
 6. Listen to their side , document  
 Crit.-Cision  
 Listen to NO

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <i>BS</i>	
Name of Interviewer <i>Anny Szalewicz</i>	
Dates of any Previous Interview	Date of this Interview <i>12/19</i>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

*Anny Szalewicz*  
Name of Applicant Position Applied for

TRAI	EVIDENT	5		4	5	INSERT RATING
		EXCEEDS EXPECTATIONS	MEET EXPECTATIONS	4	CLEARLY OUTSTANDING	
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would require.	Average.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	5
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	4
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	4
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

Intro: 2 yrs Seton - 9th + 10th - DL program experience - 10th, 9th, 8th, 7th, 6th  
Middle School grad assist in 9th & 10th.

1. Gardner's MI - teach to use diff intelligences -
2. individualized big book of class activities  
2 open houses for parents
3. use standards as a guide + BC
4. positive plan - encourage positive good behav  
talk to blossom student.  
stick on tickets for good beh - Stud. models
5. beg yr + reflect through yr  
observations
6. listen to parent - documented + explained my side  
- listen + make changes  
- listen - might argue a little if I feel strongly

What position + when

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
<u>S. Good</u>	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview
<u>12-10-02</u>	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Amy Saglewicz

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	4
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INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4 39 45

1 yr K }  
1 yr 1st } Seton

Miller School Gr. 3 & 4  
helped dev. bal. lit there

1. Gardner ~ tch to different intelligences
2. Made big books  
2 Open houses on own
3. use standards as guides  
with bal. lit.
4. different plan for each indiv. classroom  
positive beh. encouraged  
alternates to verbal prompts
5. general but discussed observation  
beg. of yr. and throughout
6. • check notes after listening to parents  
• make changes  
• may argue but would listen

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <u>Helle</u>	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview <u>12-19-02</u>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Amy Szalowicz      Elem  
Name of Applicant      Position Applied for

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	4
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	... Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

(41)

Seton School 2 yrs.  
Balanced Literacy  
Running Records  
Guided Reading

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- Howard Gardner - Multi. Intelligence -  
Visually - Auditory
- 
-

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Karen Jensen  
 Name of Applicant Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates. <input checked="" type="checkbox"/>	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas. <input checked="" type="checkbox"/>	5
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance. <input checked="" type="checkbox"/>	More than sufficient for job.	Outstanding ability to communicate.	3
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. <input checked="" type="checkbox"/> Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance. <input checked="" type="checkbox"/>	Extremely motivated. Has very strong ambition to succeed.	4
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits. <input checked="" type="checkbox"/>	Presented excellent appearance, maintained high level of behavior throughout interview.	4
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INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly. <input checked="" type="checkbox"/>	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	4
PERSONALITY	Not acceptable for job.	Some deficiencies	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable. <input checked="" type="checkbox"/>	Perfect for job. Generally outstanding personality as well.	4
					36	
					45	

- Teacher signed w/ district; w/ Detroit Board. - working on

#1

#2 Parent - weekly news letter - parents involved in activity  
parents are an excellent resource - computer lab involvement.

#3 Early integrated into subject core areas, particularly math.  
Discussed with them primarily - mentioned reading did not deserve  
speaking / listening.

#4 Mentioned "Care Area"

#5 Develop a plan - parent communication - positive notes sent home.

#5 Running records, observing on going.

#6 Depending on severity - might go to principal

- discuss w/ parent concerns etc.

- Like long term who looks for feedback & would like to hear concerns so she could work on problems

- No - gives us an opportunity to explore other options

# EMPLOYMENT INTERVIEW ANALYSIS

35

<u>Karen Jamieson</u>	
Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant	Position Applied for
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	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	5
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	4
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
					34	45

3<sup>rd</sup> yr CCS Sub  
Alleged w/ Initiatives  
Coch + Parent  
DRA - BAL. Lit.  
inves. drives instruction  
Slight reservation - backstressing

# EMPLOYMENT INTERVIEW ANALYSIS

235

Applicant's Address	
Telephone Number	
<u>Kurt R Meader</u>	
Name of interviewer	
12-9-02	
Dates of any Previous Interview	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Karen Jamieson

Name of Applicant

Position Applied for

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEP-TIONAL	5 CLEARLY OUTSTAND-ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	5
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	4
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

1. Alignment w/ dist. initiatives/goals  
In class assessment to drive instruction  
Bal. lit. experience.

2. Strong pt./weekly newsletter/active in classroom.  
- mkt. information - use rubric to score

4. Liked new ideas + good notes for positive behavior.

5. Learning records/flexible grouping  
Ongoing

39  
45  
Life long learn  
No - explore  
other options

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <i>Heller</i>	
Name of Interviewer <i>Karen Johnson</i>	
Dates of any Previous Interview	Date of this Interview <i>12-7-02</i>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

*Karen Johnson*      *Elsa*

Name of Applicant      Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEP-TIONAL	CLEARLY OUTSTAND-ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates. ✓	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong ✓ experience in related areas.	5
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job. ✓	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. ✓ Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance. ✓	Extremely motivated. Has very strong ambition to succeed.	4
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable. ✓	Perfect for job. Generally outstanding personality as well.	4
						39
						45

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
12/9/02	Date of this Interview
Dates of any Previous Interview	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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*Karen Jamieson*  
Name of Applicant Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEP-TIONAL	CLEARLY OUTSTAND-ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
						41
						45

KarenNo portfolio

- ep. start of 3rd year district  
 aligned to initiative + district goals  
 C.R.C. girls' track team  
 Children attend district  
 teacher induction last yr - D.E.A trained, B. Library groups

1. assessment is total to show instruction  
 gr. + ind read → refelct reader  
 ↗ with @ student levels'

2. Weekly newsletter  
 parent volunteer in class - independent work - a computer task

3. Writing is easy to integrate - math journal  
 Talk before write it Write on 55/52i - on test using rubric  
 you're a teacher of reading in every subject

4. green yellow red - Red - double students - mixed cards on board -  
 lots of success - call home -  
 Specie note weekly on students grad below

5. fits everywhere - /  
 RR -  
 above daily

6. if stressed, take time to prorapse -  
 they explain & then relate my side -

refelct learner - appreciate hearing what I need to change  
 + go to peers

"No" gives us an opportunity to explore other options  
 try to find another way to do what I wanted to do.  
 Teacher talk + go back to principals - provide broader  
 a similar option.

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
<u>S. Gond</u>	
Name of Interviewer	
<u>12-09-02</u>	
Dates of any Previous Interview	Date of this Interview

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Karen Jamieson

Name of Applicant

Position Applied for

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEP-TIONAL	CLEARLY OUTSTAND-ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<u>4</u>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<u>4</u>
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	<u>5</u>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<u>5</u>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<u>5</u>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<u>5</u>
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	<u>5</u>
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<u>4</u>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<u>4</u>
						<u>41</u>
						45

## EMPLOYMENT INTERVIEW ANALYSIS

42

43

44

43

Applicant's Address	
Telephone Number	
<u>KJR Meader</u>	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview
12-9-02	

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Robert Bazylak 258  
Name of Applicant Position Applied for

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
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- Creative & varied background - psych. / business  
 1. Student centered approach.  
 2. Letters to parents - continue canon., volunteers  
 3. ongoing  
 4. proactive w/ management  
 5. Assessments - ongoing. Students asked to explain things  
 respect  
 seek understanding - follow up.

# EMPLOYMENT INTERVIEW ANALYSIS

<u>Robert Bazylik</u>	
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Ron Bazyk

Name of Applicant

Position Applied for

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					45	45

- #1 Student centered hands on activity, a must w/ appropriate adaptations made for individual student.
- #2. Involving students starts before you start school -  
The more communication the better. always on going.
- #3. Literacy is so prevalent on going -
- #4.
- #5. Don't separate form teaching, a part of teaching -
- #6.

# EMPLOYMENT INTERVIEW ANALYSIS

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<u>S. Good</u>	
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<u>12-09-02</u>	
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Robert Bazylak

Name of Applicant

Position Applied for

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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4
						4.3
						45

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Robert Barzilak

Elem.

Name of Applicant

Position Applied for

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*Sending a Letter*

*45*

# EMPLOYMENT INTERVIEW ANALYSIS

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Robert Bazyk  
Name of Applicant Position Applied for

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Robert

great humor + poised  
+ knew when not to joke

CL grad - Univ. Rio - Alleghy - STT - violent in teaching - went back for 2 yrs @ Education  
background in art, music - use in relationships w/ kids  
good outlet for me - kids have fun + learn, too.

1. keeps kids involved - focus on how students would do  
not their needs.
2. letter to kids before class starts - keep parents informed -  
parent helper -
3. anticipate
4. Not life as they are not the same  
active + student centered - model behavior -  
don't change see later -  
don't need management -
5. When doesn't fit in - constantly - Why have trouble -  
angry - how they talk - work - grades -
6. Cry immediately! understand parent's side  
how kids perform at school is affected by parents' attitude at home.  
take it as constructive criticism  
respectful not disciplinary

# EMPLOYMENT INTERVIEW ANALYSIS

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*Chad DuPont*  
Name of Applicant Position Applied for

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Steal @ Quaker Valley Elem Kyo@ Quaker Valley -  
Back to students for Sp. Ed. Activation? -

#1 Determine needs & get a better understanding will be  
can't design the appropriate instruction

#2 the more the parent involved the better the child.

#3 integration of Read, write, speak, listening  
Read - Did not really talk  
about the integration  
write - Projects.  
speak - projects is working.  
listen - expect listening  
skills  
appreciate.

#4 class management - assess management needs -  
teaching style - must adapt to needs of students  
being flexible - try to meet needs.

#5 assessment important → are the students learning.  
need to find out if what you are  
doing is working, not assess. testing.

#6 Listen - make sure parents are aware of the whole story -  
criticism - accept as constructive.

→ No - inquire why - not push the issue to get understanding  
like the answer  
he answer

# EMPLOYMENT INTERVIEW ANALYSIS

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Chad DuPont

Name of Applicant

Position Applied for

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INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<u>5</u>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<u>4</u>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<u>5</u>
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	<u>4</u>
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<u>5</u>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<u>4</u>
						<u>41</u>
						45

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
<u>12-9-02</u>	
Dates of any Previous Interview	Date of this Interview

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Chad Dupont

E/cm.

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<u>4</u>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<u>4</u>
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	<u>4</u>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<u>5</u>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<u>4</u>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<u>5</u>
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	<u>4</u>
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<u>4</u>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<u>5</u>

- PSU, Quaker Valley
- Substituted 2 yrs.
  - Working towards Spec. Ed. Cert. 3 classes
- JV BB Coach Cochranon
- Saegertown Volleyball
- Personality - Relate well to students
  - = Parents - Communicate with better
    - E-mail -
    - Phone-call -
  - = Language Arts,
- Processes -
  - Don't Demand but appreciate respect
  - Management - Communication, Adapt, be Flexible, - Knowing what students need,
- Assessment, Need to know if everything is working,  
isn't just testing, writing samples, portfolio

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <u>41</u>	
Name of Interviewer <u>Chuck Dupont</u>	
Dates of any Previous Interview	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

<u>Chuck Dupont</u> Name of Applicant	Position Applied for
--	----------------------

	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

Chad

to portfolio

Cork grad - Athlete - from first elem ed.

Quaker Valley stud lines

Jub for 2 yrs - started on speech ed degree - 3 classes  
if no job - end of summer  
J.V. basketball + volleyball @ Cork - also @ Sy-

best candidate - personality - relate well - can communicate well -  
try to write it out w/ kids

- ① 1st time to get to know students - ask them to write about themselves -  
learn how student learns - styles -
  - ② letter home about self + request response letter about child -  
stay in contact - phone, email
  - ③ all children need to read on their own - briefly present  
projects to 1st class - public speaking  
encourages writing  
writing skills
  - ④ be flexible + adapt - reflect on your lessons -  
know students' needs + give it to them -
  - ⑤ does what you do work. Tests aren't only thing  
Portfolio - writing samples - range of what doing -
  - ⑥ listen to what they know - be reasonable - not out of control  
prerequisites or higher admissions  
accept constructive criticism
- maybe argue why - logical explanations to get understanding  
Plan for paying No - justified enough

# EMPLOYMENT INTERVIEW ANALYSIS

232

Applicant's Address	
Telephone Number	
<u>Kurt R Meader</u>	
Name of Interviewer	
12-9-02	
Dates of any Previous Interview	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Chad Dupont

Name of Applicant

Position Applied for

	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
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INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

*Back to school in separate ed. - good rapport w/ students*

- 1. Improve quality working student experiences.
- 2. Parents involved. Letter of intro. Continue to contact.
- 3. Ensure budges ready.
- 4. Report w/ students vary teaching style.
- 5. Daily assessment. Varied assessments
- 6. Higher. Reasonable. Higher authority. Constructive criticism.

41

45

# EMPLOYMENT INTERVIEW ANALYSIS

Chad Dupont

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant	Position Applied for
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	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
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OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	4
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INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	3
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

## EMPLOYMENT INTERVIEW ANALYSIS

257

Applicant's Address	
Telephone Number	
<u>Kurt R Meader</u>	
Name of Interviewer	
<u>12-9-02</u>	Date of this Interview
Dates of any Previous Interview	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

<u>Jennifer Tworek</u>	Name of Applicant	Position Applied for
------------------------	-------------------	----------------------

TRAITS	1 UNSATIS-FACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEP-TIONAL	5 CLEARLY OUTSTAND-ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
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OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
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INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

- Get to know bkg. styles ind. & develop strategies to meet needs. Ongoing assessment.
- Keep par. updated w/ weekly newsletters.
- List to each other & teacher. Written response. research integrated. Rate/ awarding PESSA knowledge.
- Rules & consequences. - send home to parents. Reason of consequences.
- Ongoing, assessment. Variety, ... + constructive crit.

42

45

# EMPLOYMENT INTERVIEW ANALYSIS

S 1  
F 3

<u>Jennifer Tunrek</u>	
Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant	Position Applied for
-------------------	----------------------

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEP-TIONAL	CLEARLY OUTSTAND-ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
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INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

<u>Jennifer Tworek</u>	
Name of Applicant	Position Applied for

	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEP-TIONAL	5 CLEARLY OUTSTAND-ING	INSERT RATING
TRAITS						
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
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APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
						44
						45

- #1. - Getting to know students / learning styles, alter instruction w/  
continued assessment.
- #2. - Keep parents up to date, get parents into classroom, set up  
class room web site, - would not hesitate to call & ask for  
assistance.
- #3. Integrate read, write, speak, listen. Knowledge of PSSA w/  
exposure.
- #4 Rules/consequences w/ student involvement. Make them in positive  
language.
- #5. Assess from the time pre assessment, throughout the lesson.
- #6. Parent - Discuss w/ parent - team approach get as much  
info as poss.. set forth s.t. s. of strong.  
Citruson - hope construction is made needed changes.  
take it professionally - Try to understand  
have to respect the decision

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <u>S. Good</u>	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview <u>12-09-02</u>

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Jennifer Tuorke

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEP-TIONAL	CLEARLY OUTSTAND-ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<u>5</u>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<u>4</u>
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	<u>5</u>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<u>5</u>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<u>5</u>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<u>5</u>
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	<u>5</u>
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<u>5</u>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<u>5</u>
						<u>444</u> <u>145</u>

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <i>Heller</i>	
Name of Interviewer <i>Jennifer Tworek</i>	
Dates of any Previous Interview	Date of this Interview <i>12-9-02</i>

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*Jennifer Tworek* *Ekm.*

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<i>4</i>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<i>3</i>
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	<i>5</i>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<i>4</i>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<i>5</i>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<i>5</i>
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	<i>5</i>
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<i>5</i>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<i>5</i>

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
12/9/02	Date of this Interview
Dates of any Previous Interview	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Jennifer Twork \_\_\_\_\_  
 Name of Applicant Position Applied for

	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

Jennifer

yelling + running

Personality  
profile +  
problem

Marketing + psych-ology minor - 3 yrs in marketing Damon -  
selected elem. + s - finishing std teacher 84+6 -  
langs. courses 7 yrs -

Worked at campرشield care - gymnastics instructor  
Anytime to enter teaching profession

- ①. get to know students to learn their styles -  
differentiated classroom - ongoing assessment to meet  
std. needs
2. Weekly newsletter - how to keep at home or download  
to site -  
Class website - email or phone # - post hub assignments  
call or write parent if prob.
3. Listen to teacher + each other (cooperative learning)  
journals -  
resistor w/ any subject  
Can integrate ability w/ math - PSSA practice
4. set up class rules + consequences developed w/ students  
middle - state positively - student ownership  
Send rules home to parents
5. In going - form preassessment of ready or already known  
assess throughout - observation, questioning, etc  
oral reports, portfolios, projects  
different needs of std.
6. sit down to discuss - get all info - for parent + student -  
- hope criticism constructive - understand where progress is  
coming from  
- No secrets - understand

should come on a one time  
to make contact  
basis.

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
<u>Kurt Meader</u>	
Name of Interviewer	
12-19-02	
Dates of any Previous Interview	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

<u>Anne Marie McElwain</u>
Name of Applicant
Position Applied for

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4 5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

- Enthusiastic about teaching  
 1. Adaptations, whole & small groups, Assessments  
 2. weekly letters to parents & informal positive notes,  
 3. Mirror back in. *teamwork*
1. Positive reinforcement, consistency, fairness  
 Show enthusiasm.  
 5. Running record, curriculum based assess, informal assess.
6. Listen to parent, show you care. *No, respect authority*

41

45

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <u>AS</u>	
Name of Interviewer <u>Jean Marie McElvein</u>	
Dates of any Previous Interview	Date of this Interview <u>12/19/02</u>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Jean Marie McElvein \_\_\_\_\_ Name of Applicant \_\_\_\_\_ Position Applied for \_\_\_\_\_

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<u>4f</u>
						44
						45

- Mead Elementary School Ed
1. youngest of 5 /a twin - special education  
Women's Group sub 15 yrs - the free - living  
determinator, compare to teach - all she ever wanted to do -  
Misp. thinkers problem solvers. Skills to obtain their goals
  2. While gp adoptions  
making groups - levels  
assess often enough to meet needs  
3. It parents not classroom - my doors are open  
get a friend at school  
weekly newsletters + 1 tip to work or  
good notes home
  3. Ready for all subj  
Willing /  
read speaking + Comm.  
active listener - demonst moral behavior
  4. positive, mixed reinforcement - be fair, consistent  
gr - red - purpose and daily behavior  
expect respect enthusiasm card tool of describing
  5. RR weekly ideally - biweekly  
CBA  
informal assessment after every lesson
  6. - listen to parent + care about what has to say  
- helps me grow as a person - not instant nice picking  
- go far + do best I can -  
respect authority of principle

question marking program , yr - hasn't apply  
grade level team collaboration

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
<u>S. Good</u>	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview
<u>12-19-02</u>	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Anna Marie McElwain

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
						43
						45

Millersville Univ. - Soccer

1 1/2 yr. sub.

Spec. Ed. cert. enrolled

- enthusiastic

1. assess often, adopt in whole group, small group

2. help in class, rec. need for p. involve

weekly letters, notes highlighting positive

3. generally address incorporating, understood?

tch active listening (how)

4. behavioral approach to classroom man.-goals to wk to

fair and consistent

three stages (similar to v with colors)

monitor daily enthusiasm

expect respect

at least two wks

5. Running Records

CBA

informal assess. ~ oral asking

6. Proponent of active listening - shows caring

wants feedback to grow

respects authority

interested in collaborative planning

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <i>Heller</i>	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview <i>12/6/9</i>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

*Ann McElwain* *EICM*  
Name of Applicant Position Applied for

*Very nervous - Ambitious, Determined, Persistent,  
Knowledgeable,*

*good Questions-*

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEP-TIONAL	CLEARLY OUTSTAND-ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<i>4</i>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<i>4</i>
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	<i>4</i>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<i>5</i>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<i>5</i>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<i>5</i>
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	<i>4</i>
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<i>5</i>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<i>45</i>

Grd. of Pillars will be

Determination, Caring, Compassion

problem solving, know

---

Judicial Intervention, fair & consistent

Monitor Daily Behavior and Management

Respect/Respect

Criticism that will make me grow as a person.

Feedback look forward

No-Principal - that is the way.

- good questions

Mentoring - meetings grade level

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# EMPLOYMENT INTERVIEW ANALYSIS

<u>Anne Marie McElwain</u>	
Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant	Position Applied for
-------------------	----------------------

	1 -	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	4
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
						41
						45

1. Pointed out that she began in education. - working on spec. ed.  
- passion to teach.

P.

2. Fair involvement - does always agree, weekly letters sent home,
3. Ready ~~rec~~ response to all subject. - active listener.
4. Immediate positive, fair & consistent - monitor daily plan.  
"as part respect". enthusiasm.
5. Running records - periodically - CBA's
6. A. Listen first - show that you care.
- B. appropriate criticism that helps grow - not in form of constant  
nit picking. - used to become better.
- C. No form principal.

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Jeanne Marie McElwain

Name of Applicant

Position Applied for

*Womens Soccer*

	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEP-TIONAL	5 CLEARLY OUTSTAND-ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

*Working on Ag. Ed. cert.  
Weekly letters  
Information Reportack*

*Running Records/CBA/  
perfect.*

44  
45

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

*Jane McClain*

Name of Applicant

Position Applied for

	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
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INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

44  
45

D) all I ever wanted to do

thinkers/problem solvers

(2) Lead assessment

(3) volunteer/ get them reading of chsl/newsletter, notes from

(4) reading/writing in all subjects automatically /active listeners

(5) be fair/consistent (3 stages of behavior) expect respect, enthusiasm

(6) Learning record (2x month) informed, CRA's

(6) listen first (active)-

appraise/criticism - to become better

Who's the Dad?

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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*Mark Weatherel*

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

*Different levels built into each lesson plan - Survey Students*

*Active Engaged, Very positive person*

*Timales*

43

45

# EMPLOYMENT INTERVIEW ANALYSIS

<u>Mark Weather</u>	
Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant	Position Applied for
-------------------	----------------------

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEP-TIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
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36  
45

#2

1

2 Newsletter to parents -

3

4 High expectations - climate change, positive rewards more important than consequences. Prevents problems.

5 Assessment can drive instruction - wide variety of assessments adopted to different levels.

6

# EMPLOYMENT INTERVIEW ANALYSIS

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Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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*Mark Weathers*

Name of Applicant

Position Applied for

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	3
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	3
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	3
						35
						45

Newsletter, available  
many cross curricular  
fairly strict  
Cases allow institution - adopt cases  
gather info  
want to know  
depends on how strongly I feel about the topic

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
<u>Kurt Meader</u>	
Name of Interviewer	
12-19-02	
Dates of any Previous Interview	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

<u>Mark Webber</u>	Name of Applicant	Position Applied for
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	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	54
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
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APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

life experience - feels belongng / Coaching + extra curriculars

1. High expectations of students  
NO down time, Rewards  
Segmented discipline plans

42

45

1. Fit student interests

2. U

3. Cross curriculum w/ focus on reading / write in every subject. 5. Drive instruction, standards. Various accounts  
6. Seek info., get back w/ them.  
Constructive crit. Ab follow directions

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <i>BS</i>	
Name of Interviewer <i>Mash Weathers</i>	
Dates of any Previous Interview	Date of this Interview <i>12/19/02</i>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

*Mash Weathers*  
Name of Applicant Position Applied for

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<i>4</i>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<i>4</i>
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	<i>4</i>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<i>4</i>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<i>5</i>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<i>4</i>
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	<i>5</i>
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<i>4</i>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<i>4</i>
						<i>38</i>
						<i>45</i>

Aileyay - 5 yr progr but not go slow  
20 yrs & job disappear  
built on line - can make a diff of holes

1. Money to issues - get involved

2. newsletter into school

3. everyday all the time

Cross curricula - today is not just in one area

Whitney

explain math concepts

Get protest at EE prevent wars w/ barriers

4. high expectations - active engaged classroom -  
no dominate

positive plasm - rewards over consequences

fairly strict - segmented light / serious w/  
new barriers in front of place

5. a doer not - standards  
wide variety - performance, adapt for diff levels  
separate

6. Calm parent 1st - get details

hit by ego - eager for help.

good at follow directions - strong willed about  
flexible

Wicky found this all my life.

---

after school program for students - likes juggling  
Coding software - outstanding Sewn + PE program  
- not dominant (this line)

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
<u>S. Good</u>	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview
12-19-02	Mark Weathers

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Mark Weathers \_\_\_\_\_  
 Name of Applicant Position Applied for

1	2	3	4	5		
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<u>34</u>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<u>34</u>
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	<u>34</u>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<u>4</u>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<u>4</u>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<u>4</u>
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<u>4</u> <u>3/3</u> 45

Allegh./Edinboro

1. Survey students - formal - adapts to charts/gr. lessons  
Dev. lessons with dif. levels

Talk about interests

2. Newsletter to intro. self  
Willing to spent extra time

3. general answer  
talked about cross curriculum  
explain math concepts  
Design a protest - Mrs. Nosker

4. have high expectations

active, engage limit down time  
rewards (positive) more imp. than consequences  
light warning - serious warning  
not interested in sending out

5. Spoke about standards }  
Assess drive instruction } General answer  
wide variety

6. • Ask parent to get back when has info  
reasons his age is imp.  
• take it constructively  
• depends upon how strongly he feels about  
issue  
can take it

Repeated he was flexible

Interested in after school program

tches juggling

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

*Heller*

*12/19/02*

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*Mark Weathers*      *Elec.*

Name of Applicant

Position Applied for

	1	2	3	4	5	
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EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
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37  
45

- Allegheny - Originally at Allegheny  
enthusiasm and experience make him a great  
Candidate
- Never embarrassed a kid, very positive  
High Expectations
- Assessments
- Juggling, softball experience

# EMPLOYMENT INTERVIEW ANALYSIS

<u>Alicia Faulk</u>	
Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant	Position Applied for
-------------------	----------------------

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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

Alice - Design classroom myself. System proactive to avoid discipline problem.

1. Great spec. ed. background. - self motivated; very, very, much wants to teach in this district
2. Parent involvement - call & talk w/ each student - maintain open communication - News letters etc.
3. Aware of Standard Literacy Programs - easy to incorporate those 4 processes.
4. Teacher needs to be the model - honest & real  
be respectful  
be responsible  
follow school codes classroom management reflects of teacher
5. carefully assessing students relevant to what you want them to learn.
6. A. involve students as well as parents

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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*Alvin Foulke*  
Name of Applicant                              Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<i>4</i>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<i>4</i>
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	<i>4</i>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<i>5</i>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<i>4</i>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<i>5</i>
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	<i>4</i>
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<i>5</i>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<i>4</i>

*I have wanted to be a teacher - licensed for Elementary + Special Needs Ch or mail*

*Self-motivated/Compassionate -*

*Respect - Responsible - Fair*

*Get Beeline -*

*Get Analyses - when things aren't going well*

*33*

*45*

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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*Alicia Gunk*

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
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INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	3
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INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
						41
						45

Always wanted to be a teacher  
Council for exceptional children / Spec. Olympics  
self-motivated, caring - very much wants to teach in your district  
1. Spec ed background

2. Call each parent, phone calls, newsletter, assignment journals)
3. Balanced literacy - incorporates, LA tools
4. Teacher is the model, struct./organ/flexible 3 rules  
reflection of the teacher - swift consistent follow up
5. running records, portfolios, conferencing
6. gather info - point of view / them made aware  
criticism - learning tool  
Why they said "no"

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
<u>Kurt Meader</u>	
Name of Interviewer	
12-19-02	
Dates of any Previous Interview	Date of this Interview

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<u>Alicia Fowlk</u>	<u>Elem./Spec. ed.</u>
Name of Applicant	Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

Elem./spec. ed. Self motivated - Interested in CCSD.

- 1. Gather baseline info., find interests/strengths/records.
- 2. Phone calls/newsletters, journals to parents.
- 3. Bal. literacy - use in all subjects.
- 4. Expectations / feel belonged  
Self analysis. Positive reinf.
- 5. Continuous/variou tools/informed learning tool
- 6. Involve student. find info & why (criticisms)

42

45

Learning tool  
criticisms  
Bal. literacy  
why?

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <i>AB</i>	
Name of Interviewer <i>Alicia French</i>	
Dates of any Previous Interview	Date of this Interview <i>12/19</i>

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*Alicia French*  
Name of Applicant      Position Applied for

	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<i>4</i>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<i>4</i>
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	<i>5</i>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<i>5</i>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<i>5</i>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<i>4</i>
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	<i>4</i>
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<i>4</i>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<i>5</i>

*40*  
40  
45

*Dotw:* Commuter living HS - Electro Dec 2001  
 always knew she wanted to be teacher  
 elem + spec ed.  
 Council for exceptional child 4 yrs - present yrs. - Shakes App.  
 Specified Committee Union

*Dotw*  
 HS left school  
 1st gr Grandson Elec

- ? & *Plan C EE -*
- self motivated, can + compassionate - do it  
 want to teach in own district - do what I like.
- ① Set goals - diff learn styles - get good baseline of each  
 Student - observe, gather data - assess / checklists
  2. Call parents @ beg of yr - send ps - good things/appropriate  
 monthly newsletters - assignment journals  
 open comm
  3. Bilingual process across board in all subjects
  4. Teacher is model - honest + real - flexible, organized  
 tell your expect
    - 1 Be Respectful
    - 2 Be Responsible
    - 3 follow school rules + codes
 class jobs -  
 reflector of teacher - meeting needs in instruction  
 swift + consistent
  5. Constantly - observation - relevant  
 meets needs of stud Written, conferencing  
 RR, checklists ; portfolios input to student to see growth
  6. involve stud + parent - make process more  
 get parental input
  - listening tool
  - understand why "No" - sometimes have to accept + move!
  - don't do it w/out a teacher

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
<u>S. Good</u>	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview
12-19-02	

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Alicia Foulke

Name of Applicant

Position Applied for

1	2	3	4	5		
TRAITS	UNSATIS-FACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEP-TIONAL	CLEARLY OUTSTAND-ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
					42	
						45

Lori. Perry

Edinboro

El Ed / Sp Ed Always wanted to teach.  
Council for Exc. Children 4 yr.  
Active

HS. Lifeschools - stud. tchr  
Subs mother ?

1. self-motivated compassionate very interested  
baseline, gather data (past tchr, parents)  
observ.
- general answer (sp. ed)

2. call each parent - periodic phone calls  
monthly newsletter  
assignment journals

3. Balanced lit. ~ general knowledge  
peer tutors

4. Tchr is model  
structure, organized, flexible  
3 basic rules (respectful, - respn. - follow codes,  
empower students - involved  
reflection of tchr. - positive reinforcement)

5. Observation - constantly  
assessment tools need to be relevant  
to what is taught  
appropriate to mts

Portfolio imp. to students

Ran. Rec / Writings

Conferencing

6. • involve student, may invoke calm demeanor  
• principal  
• learning tool

Very poised although  
shy, nervous

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <i>Heller</i>	
Name of Interviewer <i>Alicia Foulk</i>	
Dates of any Previous Interview	Date of this Interview <i>12/19</i>

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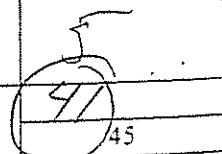
*Alicia Foulk*

*Elen.*

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEP-TIONAL	CLEARLY OUTSTAND-ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<i>4</i>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<i>4</i>
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OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<i>5</i>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<i>4</i>
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INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<i>5</i>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<i>5</i>



- grad. Com. Recy H.S.
- Edinboro Univ. 4.5 yrs. Elem/Spec. Ed.
  - Activities - counsel for exceptional children
  - H.S. Lifeskills student Teaching
  - 1st grade student Teaching
- self motivate, compassionate; whatever needs to be done.
- good answers -
- Continual assessment
- Accept and move on -

Caring intm with Pa Standards; workshops  
collaborate team player.

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address
Telephone Number
Name of Interviewer <u>Heller</u>
Dates of any Previous Interview
Date of this Interview <u>12-19-02</u>

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David Stearns      Elm  
Name of Applicant      Position Applied for

1	2	3	4	5	INSERT RATING
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEP-TIONAL	CLEARLY OUTSTAND-ING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.  <u>3</u>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.  <u>3</u>
COMMUNICA-TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.  <u>4</u>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.  <u>4</u>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.  <u>4</u>
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.  <u>4</u>

34

Meadville, Pa. Seagertown Coal  
Grad. Edinboro 77,

Subbed -

Dairy Inspector, Edged out of the  
field. —  
Better Candidate — High Energy, highly motivated

Newsletter - fucking part -

Not current -

Respect the authority

# EMPLOYMENT INTERVIEW ANALYSIS

<u>David Stearns</u>	
Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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Name of Applicant	Position Applied for
-------------------	----------------------

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	3
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	3
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PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	3
						28
						45

*crossing them. I am / am. (2) w.e. not mentioned -*

1. "Recognize (2) individual children." meet student needs @ their level.
2. - point involved has lead to point towards newsletters, etc - send home on regular basis.
3.
  - read,
  - write,
  - speak
  - listening

} Question really took time.  
really did not answer the question.  
" " understood the 4 processes.
4. Let children take part, encouraging children to take on roles of daily activities. - really did not answer.
5. Assessment fits in the beginning. - weak answer.
6. A.
  - B. Will welcome constructive criticism. No reason to react negatively
  - C. There to serve the employer a no mess mo.



# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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*David Stearns*

Name of Applicant

Position Applied for

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<i>2</i>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<i>3</i>
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	<i>2</i>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<i>4</i>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<i>4</i>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<i>4</i>
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	<i>4</i>
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<i>2</i>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<i>4</i>

*29*  
45

1. determine individual needs of children
2. monthly agenda today communicate (newsletter, prepared for lessons)
3. making lessons interesting. finding opportunities for them to talk - how they solved a problem. cross curriculum activities.
4. letting children have part in helping classroom plan. finding out interests of children.
5. reassess ~~etc.~~ - <sup>meet</sup> standards -
6. affirm - put at ease  
constructive criticism - welcome steering from  
serve the employer no one for me.

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
<u>Kurt Meader</u>	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview
12-19-02	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

David Stearns \_\_\_\_\_  
 Name of Applicant Position Applied for

	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	3
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	3
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	4 3
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	3
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

Not hired right after school. Wants to fulfill dream to teach.  
 Life experience

4. Involved in decision-making process  
 find their interests.

33

45

1. Recognize individuals
2. Communicate w/ newsletter to help parents prepare students
3. Make lesson interesting for listening, speak during other
4. Involved in decision-making process  
 find their interests.
5. Use standards to plan
6. Conflict Res. - affirm to put at ease  
 Constructive Crit.  
 Seared  
 Respect authority.

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <i>BS</i>	
Name of Interviewer <i>David Stearns</i>	
Dates of any Previous Interview	Date of this Interview <i>12/19</i>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

David Stearns  
Name of Applicant      Position Applied for

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEP-TIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<i>3</i>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<i>3</i>
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	<i>3</i>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<i>3</i>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<i>4</i>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<i>5</i>
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	<i>3</i>
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<i>3</i>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<i>3</i>
						<i>32</i>
						45

Info. attended PreK-3rd - 1st D -  
 good days '72 Edchr '77 film sub in Cassano's semester '78 -  
 frustrated w/ Economics (not here) - dairy industry inspector  
 teach as sub - ed. lnt.

more like appears to draw on - high energy + motivate

- ① determine + recognize individual needs of child  
 include everyone + meet needs
- ② more females in school by parents  
 Communication is key - newsletters of plans  
 kids may be better prepared for lesson
- ③ make lessons interesting - to get kids to listen  
 speaking - opport. to talk - have kids read in class  
 write or math  
 cross curriculum process
- ④ child part of decision process - contributing  
 daily basis -
- ⑤ PSSA - fits at beginning now -  
 Struggling begins.  
 Standards
- + - offer parent + child - lay out facts of matter  
 let them react. Listen - then give your side of story
- Constructive criticism is welcome  
 no reason to react negatively
- Serve the employer - respect authority  
 No is No to me

not current

A presentation

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <u>S. Good</u>	
Name of Interviewer <u>David Stearns</u>	
Dates of any Previous Interview	Date of this Interview <u>12-19-02</u>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Name of Applicant <u>David Stearns</u>	Position Applied for
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	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<u>3</u>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<u>3</u>
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	<u>3</u>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<u>3</u>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<u>3</u>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<u>4</u>
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	<u>4</u>
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<u>3</u>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<u>3</u> <u>29</u> 45

77 grad from Edinboro  
Field inspector - dairy industry

1. determine / recognize individuality needs
2. parents involved in input & demands - media communication - newsletters
3. listening would be difficult ~ make lessons interesting cross-curriculum lessons general
4. children be part of decision-making process
5. Beginning of instruction process - referred to PSSA
6.
  - affirm their child / lay out facts diffuse by letting them speak
  - welcome constructive criticism
  - serve the employer, respect authority

# EMPLOYMENT INTERVIEW ANALYSIS

<u>Stacy Boca</u>	
Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Name of Applicant	Position Applied for
-------------------	----------------------

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	6
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	5
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	4
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	4
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
						39 145

— Who is we ?? - have school evaluator - has had the training in balanced literacy. Has worked <sup>(5)</sup> Besides ..

1. <sup>(2)</sup> Each student is an individual, creates & other materials recognise both ends of student achievement scale - Didn't really answer the questions.
2. Weekly news letter, documentation of everything.  
let the parent know "In my own classroom"
- 3.
4. "In my own classroom" - use assertive discipline model  
went on & on & on & on & on & on ...
5. used to go to the parts that didn't do well
6. on & on ...

... - NCLB & RTA (6) accommodate them very much of <sup>the</sup> <sup>new</sup> <sup>way</sup> of <sup>answers</sup>

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Stacy Boca

Name of Applicant

Position Applied for

	1	2	3	4	5	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	<u>5</u>
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	<u>5</u>
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	<u>5</u>
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	<u>4</u>
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	<u>5</u>
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	<u>5</u>
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	<u>4</u>
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	<u>4</u>
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	<u>4</u>

Balanced fit / fluent liaison coordinator

NLLB - PSSA

I am responsible for...

41

45

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview

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It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

*Stacy Boca*

Name of Applicant

Position Applied for

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEP-TIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	3.4
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	4
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5

Worked hard for this district

Balanced literacy  
worked a Bethesda

1. tracking toward standards / individuals / work w/ parents / stations  
tried everything before screening.
2. weekly newsletter / documentation / discipline log / phone calls
3. test to test, test to trial. Charting in math
4. empower students / assertive discipline
- 5.
6. As a parent myself I would...  
inform discipline  
receive my open ear  
respect Principal's decision. / find alternative

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number	
<u>Kent Meader</u>	
Name of Interviewer	
12-19-02	
Dates of any Previous Interview	Date of this Interview

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

<u>Stacy Boca</u>	Name of Applicant	Position Applied for
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TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	5 CLEARLY OUTSTANDING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5 4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	5
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	4

- Years w/ the district / home sch. evaluator/parent liaison, Ed. Literacy
1. Centers - work w/ parents + specialists
  2. Documentation of difficulties. Newsletter. Discipline log.
  3. Various Ideas of integration
- Well being. Involve students/Said rules home  
Sows of the child. Assessment of what stud. learns. Use to teach to standards. Also for chld + parent open to letter to principal + learn document. maybe inform principal. Respect decision
- 42  
45

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <u>AB</u>	
Name of Interviewer <u>Stacy Bera</u>	
Dates of any Previous Interview	Date of this Interview <u>12/19</u>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Stacy Bera 12  
Name of Applicant Position Applied for

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEP-TIONAL	5 CLEARLY OUTSTAND-ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	4
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICATION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	4
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5
						41
						45

Intro

Wanted hand for district

portfolio

Strategic planning - title / parent liaison

have done evaluation

Wanted feedback

BL training

Wanted as subs to keep informed - good communication skills

1) Meeting towns standards - PSSA - NCLB

diff levels of std - advance or lacking

Centers - also responsibility std are advanced

With all parents, Read, write specialist

try everything before screening

2) Stay off retary Teachers Notices

Weekly newsletter

disciplining - kids accountable

document everything

letter home - open communication

"Plan"

3) Test - test / word corrector - charting - Thats all

maths

4. Go over rules together - did home - positive discipline

3 smiley faces - goes to grade level

K - 3) physically move to next sign -

Weekly report - participated - Manage reward

5) Measure of what std has learned - tied to standards -  
success on PSSA for school, parent & teacher feedback6. Show utmost respect - to parent & child  
extreme cold strict principles or can't meet/punish  
get to bottom of it - moderate

- lifelong learner - more on -

respect principals decision - well being & educate child  
and together

# EMPLOYMENT INTERVIEW ANALYSIS

Applicant's Address	
Telephone Number <u>S. Good</u>	
Name of Interviewer	
Dates of any Previous Interview	Date of this Interview <u>12-10-02</u>

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

Stacy Boca  
Name of Applicant \_\_\_\_\_ Position Applied for \_\_\_\_\_

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEP-TIONAL	5 CLEARLY OUTSTAND-ING	INSERT RATING
KNOWLEDGE OF SPECIFIC JOB & JOB RELATED TOPICS	No knowledge evident.	Less than we would prefer.	Meets our requirements for hirings.	Exceeds our expectations of Average candidates.	Thoroughly versed in job and very strong in associated areas.	5
EXPERIENCE	None for this job nor any related experience.	Would prefer more for this job.	Adequate for job applied for.	More than adequate. Has some experience in related areas.	Totally experienced in job. Has strong experience in related areas.	4
COMMUNICA-TION ABILITY	Could not communicate. Will be severely impaired in most jobs.	Some difficulties will detract from job performance.	Sufficient for adequate job performance.	More than sufficient for job.	Outstanding ability to communicate.	5
INTEREST IN POSITION AND OUR ORGANIZATION	Showed no interest.	Some lack of interest.	Appeared genuinely interested.	Very interested. Seems to prefer type of work applied for.	Totally absorbed with job content. Conveys feeling only this job will do.	5
OVERALL MOTIVATION TO SUCCEED	None exhibited. No concern for personal future.	Not up to average level. Shows little desire to succeed.	Average desire to succeed.	Highly motivated. Wants to succeed and advance.	Extremely motivated. Has very strong ambition to succeed.	5
APPEARANCE AND HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well dressed and groomed. No offensive habits.	Presented excellent appearance, maintained high level of behavior throughout interview.	5/4
POISE	Appeared extremely distracted and confused; or unreasonably uneven temper.	Sufficient display of confusion or loss of temper to interfere with job performance.	Sufficient poise to perform job applied for.	No loss of poise during interview. Inspires confidence in ability to handle pressure.	Displayed impressive poise under stress. Appears unusually confident and secure.	4+
INSIGHT AND ALERTNESS	Did not understand many points or concepts.	Missed some concepts or ideas.	Understood most new ideas and shares in discussion points.	Grasped all new points and concepts quickly.	Extremely sharp. Understood subtle points and underlying motives. Quick grasp of ideas.	5
PERSONALITY	Not acceptable for job.	Some deficiencies.	Within satisfactory range for job.	Good personality for job. Some traits considered especially desirable.	Perfect for job. Generally outstanding personality as well.	5 43 45

1. referred to all levels low to accelerated involved parents willing to try all areas before recommend screenings
2. recognizes importance of routine when hot own classroom documentation of everything newsletter discipline log open communication referred to team
3. discussed connections T-T, T-W charts / math idea
4. empower students / assertive discipline
5. assessment imp. to child knows parent know + tchr.
6. • respectful, let them understand concern documentation imp.
  - learn from it
  - respect it